

COMMANDING GENERAL'S EQUAL OPPORTUNITY STATEMENT



As Commanding General of Marine Corps Recruit Depot/ Eastern Recruiting Region, I am fully committed to Equal Opportunity. My goal is to integrate Equal Opportunity into every aspect of Marine Corps Recruit Depot/Eastern Recruiting Region. My desire is to provide a positive, proactive, equal opportunity environment for all Marines, Sailors, and civilian employees of the command without regard to race, color, religion, sex, age, disability or national origin. Everyone in a leadership position has the responsibility to identify, eliminate, correct, or prevent illegal discriminatory practices and promote harmonious relationships among members of this command. Each member of this command, from top to bottom, bears the responsibility of promoting an environment of mutual respect by treating others in the same manner as they wish to be treated. Each individual

member of this command is a precious resource contributing to our team and mission accomplishment.

DISCRIMINATION IN ANY FORM WILL NOT BE TOLERATED IN THIS COMMAND. Discrimination undermines morale, reduces combat readiness, and prevents maximum utilization and development of the Marine Corps' most vital asset, people. Discriminatory conduct is contrary to our core values of Honor, Courage and Commitment and lowers self-esteem while adversely impacting unit cohesion and mission accomplishment. Additionally, it is illegal.

As we sustain our efforts to provide Equal Opportunity to all, I strictly charge all leaders to take vigorous action on all discrimination complaints brought to their attention. All leaders, managers, and supervisors should strive to resolve complaints at the lowest level by using the Informal Resolution System. Leaders will encourage use of the chain of command to resolve complaints keeping in mind that request must be the preferred method of filing formal complaints.

REPRISALS RELATED TO SUCH COMPLAINTS WILL NOT BE TOLERATED UNDER ANY CIRCUMSTANCES. Equally, frivolous, knowingly false allegations will be handled in the appropriate manner. I encourage anyone requiring assistance to contact their chain of command, command Equal Opportunity Representative, Equal Employment Opportunity Office or the Depot Equal Opportunity Advisor, as appropriate, for guidance, advice and assistance.

My policy is equality of treatment and opportunity for all personnel. Commanders must create and sustain a positive command Equal Opportunity climate with an embedded sense of fairness for all. People are our most precious resource, and impeding their ability to perform degrades our mission objectives. Using the team concept, where every individual is important, I am confident this command will accomplish any mission placed before it.


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